



# Blended Learning Solutions for Army Training



**Army Need:** The institutional Army must train and educate an increasingly large force while faced with increasingly severe resource constraints



**Purpose:** Exploit science-based institutional blended learning methods and technologies to produce more effective and less resource-intensive Army training and education

**Products:**

- Documented best practices and lessons learned for effective blended learning applications
- Validated instruments and methods for assessing training effectiveness, learning outcomes, and operational relevance
- Considerations for training instructors/trainers to leverage emerging pedagogical models

**Payoff:**

- Findings incorporated into Army Learning Concept (ALC) 2015
- Demonstrations of validated pedagogical and assessment techniques in the institution

**ARI lead:** Ft Benning Research Unit

**Collaboration/coordination:** TRADOC G-3/5/7, TCM-TADLP, MCCC, INCOPD, Infantry NCO Academy



# Blended Learning



- **Assessment of Advanced Leaders Course (ALC) Far Transfer**
  - **Perceived value of just-revised 4 week 11B ALC (2 resident and 2 MTT) at beginning, end, and 4-6 month follow-up for going to leader positions at Bragg and Hood**
  - **Initial N = 430; All data from 120 including peer and supervisor ratings**
  - **Also, documented environmental conditions that seem to impact training transfer**
- **Comparison of Direct Instruction and Problem-Centered Instruction for Army institutional training**
  - **Controlled comparison of two predominant instructional approaches**
  - **NCO Academy identified lack of training on NCOER writing for 11B ALC**
  - **Products include: Validated how-to-write NCOER training modules**
- **Training Transfer in Ill-Defined Content Domains**
  - **Thematic analysis of leader problem solving during PL 300 - Capstone Leadership Course**
  - **Compare profiles to leader performance in summer field exercise**
  - **Provide feedback, get self-perceptions of training impact, link to USMA**



# Blended Learning



- **Use of Mobile Devices by Army Instructors**
  - **Much enthusiasm for using mobile devices for students, but what about instructor tools**
  - **Blended Learning model: Pedagogy, Assessment, and Delivery**
  - **Cross walk 11B ALC instructor needs against emerging mobile technology capabilities**
  - **Possibly ad hoc AARs, e.g. video feedback, links to doctrinal materials, note-taking**
- **NCOES Self-Learning Strategies - Close collaboration with INCOPD**
  - **Capture successful NCO self-learning strategies, e.g., how to learn knowledge and skills to perform a job for which you have not been specifically schooled/trained**
  - **Interviewing 100 AC (logistics, transportation) at Fort Lee; 100 USAR at Fort Indiantown Gap**
  - **Plans to put self-learning metric and self-learning eHandbook on INCOPD website**